EXHIBIT 1158

to the Declaration of Lisa J. Cisneros in Support of Plaintiffs' Opposition Briefs

REDACTED VERSION

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From: I

Donna Morris

Sent:

Sunday, March 4, 2007 4:36 PM

To:

Shantanu Narayen \leq snarayen@adobe.com>

Cc:

Donna Morris dcmorris@adobe.com>

Subject:

confidential - compensation -

Attach:

ValueMatrix for ...pdf

Shantanu – I wanted to provide to you an overview of current compensation (cash / incentive / stock) and a potential framework should we move forward in terms of an offer and approval of the terms by the Comp Committee.

Upon reviewing the framework some background:



I will bring along tomorrow in the event we have a moment to discuss. – He will be interviewing tomorrow with the SF team of BU's and Tuesday with those of us in SJ.

Thanks Donna

Donna Morris SVP Human Resources

Adobe Systems Incorporated

North American employees with HR-related questions can contact the HR Information Center (HRIC) at x6-HELP (4357), option 5, or at hric@adobe.com

